

8 February 1979

MEMORANDUM FOR: [] Chairman
Task Force on Working Couples

FROM : [] Chairman,
Federal Women's Program Board

SUBJECT : Combined Meeting of Task Force and
Women's Board

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1. Members of the Federal Women's Program Board wish to express their appreciation to you and to other members of the Task Force on Working Couples for meeting with us. We hope that some of the information which we presented to you will be of assistance in your consideration of the many facts relevant to the proper utilization of employed-couples. The Women's Board hopes that your deliberations will find such couples to be a valuable Agency asset, well worth the extra managerial procedures their appropriate assignment entails.

2. Should you desire to meet with us again, to ask individual Board members assistance, or if there is further information which we can provide, please do not hesitate to call upon us.

3. Attached is a copy of the minutes from the last Board meeting that we believe contains a fairly comprehensive list of the problems encountered by contract employees as they were told to the Board by a woman with 22 years' experience as a staff and contract employee. Because she served for many years as an EEO counselor, she was, we think, particularly well informed.

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Attachment:
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3. [] announced that the Directorates are currently preparing their inputs for the Agency's 20-5-2 plan. She will share the Directorates findings when available.

4. [] introduced the guest speaker for the meeting - [] - who shared her perceptions on the problems facing contract wives working in field stations. [] pointed out the following problem areas facing these contract spouses:

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- A. Feeling that they are treated like "second class citizens" within field stations since they do not have staff status.
- B. Attitude by management that working wives are not interested in a career but are only seeking supplemental family income.
- C. Problem faced by many contract wives upon their return to Headquarters - their previous Agency work is not recognized. The contract employee must apply or reapply to the Agency for a job - including filling out a PHS, waiting for a security check, and often waiting for a job vacancy.
- D. Since contract wives lack access to the HQS building upon their return from the field, they have difficulty locating appropriate job openings. This "physical barrier" causes many problems.
- E. DDO regulations imply that "contract employment" is temporary employment, even though many of these individuals have several years of service abroad working for the Agency. No recognition is given for this experience by HQS or field management in writing contracts or assigning job responsibility.

[] offered the following recommendations to help solve some of the problems facing these contract employees:

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- A. Personnel files on contract employees should be intergrated into the staff personnel system so that the contract employees full employment history is maintained.
- B. Process contract employees for return to staff, if desired, while the employee is still in the field or as soon as possible upon return to HQS.
- C. Regularize the writing of fitness reports for contract employees, since not all field stations do this.

5. The Board members then discussed the Task Force on Working Couples. The FWPM provided a copy of the issues being addressed by the Task Force, but did not have a list of Task Force membership available. She did advise that Mr.